

TEAMSTERS
PAGE 1 OF 3
EFFECTIVE DATE: 09/01/98

TEAMSTERS
APPENDIX A

CLASSIFICATIONS

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup hauling employees or material

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3,000 lbs. and under
Leverperson, loading trucks at bunkers
Seeder and Mulcher
Shop Mechanic
Stationary Fuel Operator
Team Driver
Tractor (small, rubber-tired, pulling trailer or similar equipment)
Trailer Mounted Hydro Seeder and Mulcher
Water Tank Truck, up to 1,800 gallons

GROUP III

Bus Driver or employee haul
Flat Bed Truck, dual rear axle
Power Boat hauling employees or material

GROUP IV

Buggy Mobile and similar
Bulk Cement Tanks and Spreader
Power Operated Sweeper
Straddle Carrier (Ross, Hyster, and similar)
Water Tank Truck: 0 - 4,000 gallons

GROUP V

Auto Crane: 2,000 lbs. capacity
Dumpton: 6 yds. and under
Flat Bed Truck with hydraulic system
Fork Lift: 3,001-16,000 lbs.
Fuel Truck Driver, Steam Cleaner, and Washer

TEAMSTERS

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GROUP V (continued)

Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Transit Mixers and Mixers hauling concrete: 3 yds. to and including 6 yds.
Wrecker and Tow Truck

GROUP VI

A-Frame
Service Greaser
Tire person
Trucks, side, end, bottom, and articulated end dump: up to and including 12 yds.
Warehouseperson, to include shipping and receiving
Water Tank Truck, 4,001 - 8,000 gallons

GROUP VII

Dumps, semi-end
Flaherty Spreader Box Driver
Flowboys
Fork Lift, 16,000 lbs. and over
Lowboy, 50 tons and under
Mechanic, Field
Oil Distributor Driver (road, bootperson, leverperson, helper) and Oil Tank Driver
Self-loading Roll Off and Dumpster over 6 yds.
Semi-truck and Trailer, 50 tons and under Lowboy
Stringer Truck (cable operated trailer)
*Tractor with Steer Trailer *(both Operators to receive same rate and not to conflict with DW's and similar classification Group VI pulling trailer)
Transfer Truck and Trailer
Transit Mixers and Trucks Hauling Concrete: over 6 yds. to and including 20 yds.
Truck and Pup
Trucks, side, end, bottom, and articulated end dump: over 12 yds. to and incl. 100 yds.
Truck-mounted Crane (with load-bearing surface, either mounted or pulled) up to 14 tons
Turnarocker, DW's and similar, with 2 or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater
Vacuum Truck (super sucker, guzzler, etc.)
Water Tank Truck, 8,001 - 14,000 gallons

GROUP VIII

Helicopter Pilot, hauling employees or materials
Lowboy, over 50 tons
Prime Movers and Stinger Truck
Transit Mixers and Trucks hauling concrete, over 20 yds.
Trucks, side, end, bottom, and articulated end dump, over 100 yds.

TEAMSTERS**PAGE 3 OF 3****EFFECTIVE DATE: 09/02/02****WAGE RATES**

<u>GROUP</u>	<u>09/03/01</u>
I	\$18.54
II	20.81
III	20.85
IV	21.14
V	21.25
VI	21.42
VII	21.95
VIII	22.28

FOREMAN OR DISPATCHER: \$1.00 over highest scale supervised

Truck-tractor pulling 2 trailers: add \$.10 yardage scale (for second trailer)

Truck-tractor pulling 3 trailers: add \$.20 yardage scale (for second trailer)

Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer,

except semi-trucks or Lowboys: add \$.15 over yardage scale

FRINGE PAYMENTS

09/02/02

Health and Security	\$4.53
Pension	3.72
Training	.25
Program for Enhanced Early Retirement (P.E.E.R.)	.52

APPRENTICESHIP RATES

0 - 700 hours	70% Journeyman Rate
701 - 1400 hours	80% Journeyman Rate
1401 - 2100 hours	90% Journeyman Rate

SHEETMETAL
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SHEET METAL
APPENDIX A

WAGE RATES

09/02/02

Journeyman \$25.88

FOREMAN: Journeyman Scale Plus 10%

GENERAL FOREMAN: Journeyman scale plus 20%

FRINGE PAYMENTS

JOURNEYMAN 09/02/02

Health and Welfare	\$3.63
Northwest Pension	4.17
National Pension	1.02
Northwest Supplemental Plan ⁽¹⁾	.68
Local Training Fund	.26
National Training Fund	.17
Vacation (Deduct)	1.02

- (1) Contributions for each hour worked: Foreman - \$.73, General Foreman - \$.80.
Employee deduction may be added in \$0.50 increments up to \$5.00 with written authorization

SHEETMETAL**PAGE 2 OF 2****EFFECTIVE DATE: 06/01/90****APPRENTICE RATE**

		<u>Effective 09/03/02</u>					
	<u>Classification</u>	<u>Wage%</u>	<u>Nat'l Pen.</u>	<u>H&W</u>	<u>NW Pen.</u>	<u>NW Supp.</u>	<u>Ntl Tng Loc Tng</u>
	1 st 6 months	40%	\$0.41	\$3.23	-0-	-0-	\$0.15
\$0.26	2 nd 6 months	45%	0.46	3.23	-0-	-0-	0.15
0.26	3 rd 6 months	50%	0.51	3.63	-0-	0.28	0.17
0.26	4 th 6 months	55%	0.56	3.63	-0-	0.31	0.17
0.26	5 th 6 months	60%	0.61	3.63	-0-	0.35	0.17
0.26	6 th 6 months	65%	0.66	3.63	-0-	0.38	0.17
0.26	7 th 6 months	70%	0.71	3.63	4.17	0.47	0.17 0.26
	8 th 6 months	75%	0.77	3.63	4.17	0.51	0.17 0.26
	9 th 6 months	80%	0.82	3.63	4.17	0.54	0.17 0.26
	10 th 6 months	85%	0.87	3.63	4.17	0.58	0.17 0.26

NOTE: No voluntary deductions to NW Supplemental Pension allowed until beginning of 6th 6 month period.

SPRINKLER FITTERS**PAGE 1 OF 1****EFFECTIVE DATE: 09/02/02****SPRINKLER FITTERS****APPENDIX A****WAGE RATES**09/02/02

Journeyman \$25.35*

*(Less \$1.50/hour employee contribution to Supplemental Pension. Shows \$23.85 on check))

Foreman: The rate of wage for Foreman shall be \$1.50 per hour above the Journeyman's rate.**FRINGE PAYMENTS**9/02/02

1/01/03

Health and Welfare	\$3.90	\$3.90
National Pension	2.45	2.50
Local Training Fund	.20	.20
Supplemental Pension	2.00 (plus \$1.50 paid by Employee)	2.00 (plus \$1.50 paid by Employee)

APPRENTICE RATES

Grade 1 Apprentice		Grade 2 Apprentice	
Class 1	45% *	Class 1	65%
Class 2	50% *	Class 2	70%
Class 3	55%	Class 3	75%
Class 4	60%	Class 4	80%

Class 5	85%
Class 6	90%

*pay \$0.25/hr. Supplemental Pension
pay \$3.17 Health and Welfare
pay no National Pension

ROOFERS**PAGE 1 OF 1****EFFECTIVE DATE: 09/02/02****ROOFERS, WATERPROOFERS, AND ALLIED WORKERS****APPENDIX A****WAGE RATES**09/02/02

Journeyman Roofer, Waterproofer, Kettleman \$20.47

Foreman: 10% above Journeyman rate

FRINGE PAYMENTS09/02/02

Health and Security	\$2.90
National Pension	2.75
JATC	0.25

APPRENTICE RATES

<u>Period</u>	<u>Percentage of Journeyman Wage Rates</u>
Pre-apprentice	60%
1 st 700 hours.	70%
2 nd 700 hours	75%
3 rd 700 hours	80%
4 th 700 hours	85%
5 th 700 hours	90%
6 th 700 hours	95%

PAINTERS
PAGE 1 OF 1
EFFECTIVE DATE: 09/02/02

PAINTERS
APPENDIX A

WAGE RATES

09/02/02

Journeyman Painters, to include \$20.42
Taper Finishers, Soft Floor Coverers, Glazers,
Spray Painters, Steel Painters, Steam Clean, Acid Etching, Sign Writers

FOREMAN: Shall be paid an additional 10% over and above the average rate of pay of those
Journeyman working under his supervision.

FRINGE PAYMENTS

09/02/02

Health and Welfare	\$3.35
Pension	1.90
Apprenticeship	.27

District Council No. 54 Administration Fee check-off shall be 3% of the current Painters' basic
wage, which is deducted from the wages, computed on actual hours worked.

APPRENTICE RATES

PAINTING APPRENTICES		TAPING APPRENTICES	
PERIOD	% OF JOURNEYMAN'S WAGES	PERIOD	% OF JOURNEYMAN'S WAGES
1 st 6 months	50%	1 st 3 months	50%
2 nd 6 months	55%	2 nd 3 months	60%
3 rd 6 months	60%	3 rd 3 months	75%
4 th 6 months	70%	4 th 3 months	85%
5 th 6 months	80%	5 th 3 months	90%
6 th 6 months	90%	6 th 3 months	95%
Thereafter	100%	Thereafter	100%

PIPEFITTERS**PAGE 1 OF 2****EFFECTIVE DATE: 09/02/02****PIPEFITTERS****APPENDIX A****WAGE RATES**09/02/02

Basic Hourly Wage Rate	\$26.85
Vacation	3.00

Vacation pay shall be included in the basic rate for all computation of overtime, shift differential, working dues, or any rate of pay for all employees covered by this agreement.

FOREMAN: 10% above basic rate inclusive of vacation.

On jobs with more than 10 pipefitters, 15% above basic rate inclusive of vacation

GENERAL FOREMAN: 20% above basic rate inclusive of vacation.

On jobs with more than 10 pipefitters, 20% above basic rate inclusive of vacation

FRINGE PAYMENTS09/02/02

Health & Welfare	\$5.65
National Pension	2.45
State Pension	2.20
JATC*	.79
Supplemental Pension	2.40

* Includes \$.05 to International Training Fund, effective 06/21/99.

PIPEFITTERS**PAGE 2 OF 2****EFFECTIVE DATE: 09/01/99****APPRENTICE RATES**09/01/99

Apprentices shall be paid a percentage of Journeyman rate and receive fringe benefits as follows:

<u>APPRENTICE TIME</u>	<u>PERCENTAGE</u>	<u>NATIONAL PENSION</u>	<u>VACATION & ALL OTHER FRINGES</u>
1 st 6 months	45%	45%	100%
2 nd 6 months	50%	50%	100%
3 rd 6 months	55%	55%	100%
4 th 6 months	60%	60%	100%
5 th 6 months	65%	65%	100%
6 th 6 months	70%	70%	100%
7 th 6 months	75%	75%	100%
8 th 6 months	80%	80%	100%
9 th 6 months	85%	85%	100%
10 th 6 months	85%	85%	100%

OPERATING ENGINEERS
APPENDIX A

CLASSIFICATIONS

GROUP I

Bit Grinders
Bolt Threading Machine
Compressors (under 2000 CFM, gas, diesel, or electric power)
Crusher Feeder (mechanical)
Deck Hand
Drillers Helper
Fireman & Heater Tender
Grade Checker
Helper, Mechanic or Welder, H.D.
Hydro-seeder, Mulcher, Nozzleman
Oiler
Oiler & Cable Tender, Mucking Machine
Pumpman
Rollers, all types on subgrade (farm type, Case, John Deere & similar, or Compacting Vibrator), except when pulled by Dozer with operable blade
Steam Cleaner
Welding Machine

GROUP II

A-Frame Truck (single drum)
Assistant Refrigeration Plant (under 1000 ton)
Assistant Plant Operator, Fireman or Pugmixer (asphalt)
Bagley or Stationary Scraper
Belt Finishing Machine
Blower Operator (cement)
Cement Hog
Compressor (2000 CFM or over, 2 or more, gas, diesel, or electric power)
Concrete Saw (multiple cut)
Distributor Leverman
Ditch Witch or similar
Elevator Hoisting Materials
Dope Pots (power agitated)
Fork Lift or Lumber Stacker, Hydra-lift, and similar
Gin Trucks (pipeline)

OPERATING ENGINEERS

PAGE 2 OF 6

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GROUP II (continued)

Hoist, single drum
Loaders (bucket elevators and conveyors)
Longitudinal Float
Mixer (portable - concrete)
Pavement Breaker, Hydra-Hammer and similar
Power Broom
Railroad Ballast Regulation Operator (self-propelled)
Railroad Power Tamper Operator (self-propelled)
Railroad Tamper Jack Operator (self-propelled)
Spray Curing Machine (concrete)
Spreader Box (self-propelled)
Straddle Buggy (Ross and Similar on construction job only)
Tractor (Farm type R/T with attachments, except Backhoe)
Tugger Operator

GROUP III

A-Frame Truck (2 or more drums)
Assistant Refrigeration Plant & Chiller Operator (over 1000 ton)
Backfillers (Cleveland and similar)
Batch Plant & Wet Mix Operator, single unit (concrete)
Belt-Crete Conveyors with power pack or similar
Belt Loader (Kocal or similar)
Bend Machine
Bob Cat
Boring Machine (earth)
Boring Machine (rock under 8" bit) (Quarry Master, Joy, or similar)
Bump Cutter (Wayne, Saginaw, or similar)
Canal Lining Machine (concrete)
Chipper (without crane)
Cleaning and Doping Machine (pipeline)
Curb Extruder (Asphalt and concrete)
Deck Engineer
Elevating Belt-type Loader (Euclid, Barber Green, and similar)
Elevating Grader-type Loader (Dumora, Adams, or similar)
Generator Plant Engineers (diesel, electric)
Guniting Combination Mixer and Compressor
Locomotive Engineer
Mixermobile
Posthole Auger or Punch
Pump (grout or jet)
Soil Stabilizer (P and H or similar)
Spreader Machine

OPERATING ENGINEERS

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Surface Heater and Planer Machine
Tractor (to D-6 or equivalent) and Traxcavator
Traverse Finish Machine
Turnhead Operator

GROUP IV

Blade Operator (motor patrol and attachments)
Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar)
Drilling Equipment (8" bit and over) (Robbins, reverse circulation and similar)
Drills (churn, core, calyx, or diamond)
Equipment Serviceman, Greaser, and Oiler
Hoe Ram
Hoist (2 or more drums or Tower Hoist)
Loaders (overhead and front-end, under 4 yds R/T)
Paving (dual drum) Rubber Tire
Railroad Track Liner Operator (self-propelled)
Refrigeration Plant Engineers (under 1000 ton)
Screed Operator
Signalman (Whirleys, Highline, Hammerheads or similar)
Skidders (R/T with or without attachments)
Trenching Machines (under 7 ft. depth capacity)
Vacuum Drill (reverse circulation drill under 8" bit)

GROUP V

Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen, and similar
on grade wire
Backhoe (under 1 yd)
Batch Plant (over 4 units)
Batch and Wet Mix Operator (multiple units, 2 and including 4)
Boat Operator
Cableway Controller (dispatcher)
Crane (25 tons and under)
Derricks and Stifflegs (under 65 tons)
Drill Doctor
Multiple Dozer Units with single blade
Paving Machine (asphalt and concrete)
Piledriving Engineers

OPERATING ENGINEERS

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EFFECTIVE DATE: 09/02/02

GROUP V (continued)

Rollerman (finishing pavement)

Trenching Machines (7 ft. depth and over)

GROUP VI

Asphalt Plant Operator

Backhoes (1 yd. to 3 yds.)

Blade (finish and bluetop) Automatic, CMI, ABC, & similar when used as automatic

Boom Cats (side)

Cableway Operators

Clamshell Operator (under 3 yds.)

Concrete Slip Form Paver

Cranes (over 25 tons, including 45 tons)

Crusher, Grizzle and Screening Plant Operator

Draglines (under 3 yds.)

Elevating Belt (Holland type)

Gradeall (1 yd. to 3 yds.)

H. D. Mechanic

H. D. Welder

Heavy Equipment Robotics Operator

Loader Operator (front-end and overhead, 4 yds, including 8 yds.)

Mucking Machine

Quad-track or similar equipment

Rubber-tired Scrapers

Shovels (under 3 yds.)

Tractors (D-6 and equivalent and over)

Vactor Guzzler, Super Sucker

Concrete Cleaning/Decontamination Machine

Master Environmental Maintenance Technician

Ultra High Pressure Waterjet Cutting Tool System (30,000 psi)

Vacuum Blasting Machine Operator

GROUP VII

Backhoes (3 yds. and over)

Cranes (ALL Cranes over 45 tons, including 100 tons)

Climbing, Rail and Tower Cranes up to and including 45 tons

Clamshell Operator (3 yds. and over)

Derricks and Stifflegs (65 tons and over)

Draglines (3 yds and over)

Loader (360 degrees revolving Koehring Scooper or similar)

Loaders (overhead and front-end, over 8 yds)

Helicopter Pilot

Shovels (3 yds. and over)

Whirleys & Hammerheads, ALL

OPERATING ENGINEERS**PAGE 5 OF 6****EFFECTIVE DATE: 09/02/02****GROUP VIII**

Cranes (All cranes over 100 tons)

Climbing, Rail and Tower Cranes over 45 tons

ALL CRANE BOOMS, INCLUDING TOWER CRANES:

Measure from center of rotation to center of shaft (radius):

130' to 200' - \$.30 hr. Additional to classification

Over 200' - \$.60 hr. Additional to classification

WAGE RATES09/02/02

Group I	\$21.49
Group II	21.81
Group III	22.42
Group IV	22.74
Group V	23.02
Group VI	23.29
Group VII	24.39
Group VIII	25.73

FOREMAN: Shall be paid \$1.00 per hour over the scale of the highest scale supervised.**FRINGE PAYMENTS**09/02/02

Health and Welfare	\$3.60
Pension	2.50
Apprenticeship & Training	.42

OPERATING ENGINEERS
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EFFECTIVE 09/02/02

APPRENTICE RATES
(COMPUTED ON GROUP V RATES)

BASE RATE: (Group V)

55%	1000 Hours
60%	1000 Hours
65%	1000 Hours
70%	1000 Hours
75%	1000 Hours
80%	1000 Hours
85%	1000 Hours
90%	1000 Hours

LABORERS
APPENDIX A

CLASSIFICATIONS

GROUP I

Brush Hog Feeder	⁵ Miner, Class "A"
Carpenter Tender	Nipper
Cement Handler	Riprap Man
¹ Concrete Crewman	Sandblast Tailhoseman
Concrete Signal Man	Scaffold Erector, wood or steel
Crusher Feeder	Scaleman
² Demolition	Stake Jumper
Dumpman	⁴ Structural Mover
³ Fence Erector	Tailhoseman (water nozzle)
Flagman	Timber Bucker & Faller (by
Form Cleaning Machine Feeder,	Hand)
Stacker	Track Laborer (RR)
General Laborer	Well-Point Man
Group Machine Header Tender	Window Cleaner

¹TO INCLUDE: Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine,. Signaling, handling the nozzle of squeezecrete or similar machine - 6 inches or smaller.

²TO INCLUDE: Clean-up, burning, loading, wrecking and salvage of all material.

³TO INCLUDE: Guard rails, guide and reference posts, signposts, and right-of-way markers.

⁴TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of

⁵TO INCLUDE: Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle, and Nipper.

GROUP II

Asphalt Raker	Pipelayer, multisection
Asphalt Roller, walking	Pot Tender
Cement Finisher Tender	Powderman Helper
Concrete Saw, walking	Power Buggy Operator
Demolition Torch	Power Tool Operator, gas,
Dope Pot Fireman, nonmechanical	Electrical, pneumatic
Driller Helper (when required	Railroad Equipment, power
Move & position machine)	Driven, <u>except</u> dual mobile
Form Setter, paving	Power spiker or puller

LABORERS

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GROUP II (continued)

Grade Checker using Level
Optional
Jackhammer Operator
³Miner, Class "B"
¹Nozzleman
Nozzleman, water, air, or steam
Pavement Breaker, under 90 lbs.
Pipelayer, corrugated metal
culvert

Railroad Power Spiker or
Puller, dual mobile
Rodder & Spreader
²Tamper
Trencher, Shawnee
Tugger Operator
Wagon Drills
Wheelbarrow, power driven
Water Pipe Liner

¹TO INCLUDE: Squeeze and Flow-crete nozzle.

²TO INCLUDE: Operation of Barco, Essex and similar tampers.

³TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

GROUP III

Air Track Drill
Bit Grinder
¹Brush Machine
Caisson Worker, free air
Chain Saw Operator & Faller
²Concrete Stack
³Cunite
High Scaler
Hod Carrier
⁴Laser Beam Operator

⁷Miner, Class "C"
Monitor Operator, air track or
Similar mounting
Mortar Mixer
⁵Nozzleman
Pavement Breaker, 90 lbs. &
Over
⁶Pipelayer
Pipewrapper
Vibrators, ALL

¹TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.

²TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.

³TO INCLUDE: Operation of machine and nozzle.

⁴TO INCLUDE: Grade Checkers and elevation control.

⁵TO INCLUDE: Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.

⁶TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.

⁷TO INCLUDE: Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels.

LABORERS**PAGE 3 OF 4****EFFECTIVE DATE: 09/02/02****GROUP IV**

Drills with dual masts

¹

Miner, Class "D"

Welder, electric, manual or automatic

¹TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.**GROUP V:** Powderman**GROUP VI:** Sand Hogs**GROUP VII:** Hod Carriers**WAGE RATES**09/02/02

GROUP I	\$19.76
GROUP II	20.03
GROUP III	20.30
GROUP IV	20.58
GROUP V	21.14

GROUP VI: Sand Hogs (Under Compressed Air Conditions)

<u>LBS.</u>	<u>HRS.</u> <u>WORK</u>	<u>OT</u> <u>DIV.</u>	<u>09/03/01</u>
1-14	6	7-1/2	\$172.00
14-28	6	7-1/2	176.93
18-25	4	7-1/2	177.21
18-22	6	10	199.07
22-26	4	7-1/2	181.53
26-32	4	7-1/2	184.15
32-38	3	7-1/2	187.11
38-44	2	7-1/2	188.52
Outside Lock and Gauge Tender			163.49

LABORERS**PAGE 4 OF 4****EFFECTIVE DATE: 09/02/02****GROUP VII:** Hod Carriers \$21.50

FOREMAN: \$1.00 above highest group supervised

GENERAL FOREMAN: \$1.50 (\$.50 above the highest Foreman)**FRINGE PAYMENTS**09/02/02

Health and Security	\$3.45
Pension	1.70
Training	.30
LECET (Training Fund)	.05
Credit Union (deduct from net wages)	(1.00)

NEW ENTRANT TRAINING PROGRAM
(PERCENT COMPUTED ON GROUP I RATES)

Trainee	I	0 to 750 hours - 60%
Trainee	II	751 to 1500 hours - 70%
Trainee	III	1501 to 2250 hours - 80%
Trainee	IV	2251 to 3000 hours - 90%

IRONWORKERS
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IRONWORKERS
APPENDIX A

WAGE RATES

CLASSIFICATIONS **09/02/02**

Structural Ironworkers, Ornamental Ironworkers, Machinery Mover, Machine Erector, Riggers,Signal Men, Welders & Burners, Fence Erectors Sheeters, Reinforcing Ironworkers	\$25.52
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FOREMEN: \$2.00 per hour over Journeyman rate

GENERAL FOREMAN: \$3.00 per hour over Journeyman rate

FRINGE PAYMENTS

09/02/02

Health and Welfare	\$4.25
Pension	3.45
Apprenticeship	.50
Annuity	3.55

VACATION: Deduct from Net Wages - \$1.50 per hour

APPRENTICE RATES

09/01/99

*1st 6 months - 65% of Journeyman Ironworker Rates
*2nd 6 months - 70% of Journeyman Ironworker Rates
3rd 6 months - 75% of Journeyman Ironworker Rates
4th 6 months - 80% of Journeyman Ironworker Rates
5th 6 months - 90% of Journeyman Ironworker Rates
6th 6 months - 90% of Journeyman Ironworker Rates
7th 6 months - 95% of Journeyman Ironworker Rates
8th 6 months - 95% of Journeyman Ironworker Rates

*No pension or annuity

INSULATORS

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INSULATORS

APPENDIX A

WAGE RATES

09/02/02

Journeyman \$26.80

Foreman - 10% above the Journeyman's base rate of pay

General Foreman - 20% above the Journeyman's base rate of pay

FRINGE PAYMENTS

09/02/02

Pension	\$3.56
Occupational Health	.07
Health and Welfare	4.34
Apprenticeship	.18
Credit Union (deduct)	2.25 or 3.50 (option of employee)

APPRENTICE RATES

- 1st year - 60% of Journeyman wage
- 2nd year - 70% of Journeyman wage
- 3rd year - 80% of Journeyman wage
- 4th year - 90% of Journeyman wage

ELECTRICIANS

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ELECTRICIANS

APPENDIX A

WAGE RATES

09/02/02

General Foreman (25% above Journeyman)	\$36.00
Foreman (10% above Journeyman)	31.68
Foreman supervising 6 or more Journeymen (15% above Journeyman)	33.12
Journeyman Wireman	28.80
Journeyman Wireman Welder (10% above Journeyman)*	31.68
Journeyman Wireman Cable Splicer (5% above Journeyman)**	30.24

Vacation allowance deduct 10% at option of Employee

- * Journeyman Wireman when Welding - Certified welding will be paid for at 10% above Journeyman Wireman rate for a certified Journeyman Wireman when welding for a minimum of 2 hours.
- ** Journeyman Wireman Cable Splicer - Cable splicing and stress cones by whatever method on voltage over 2300 volts will be paid for at the rate of 5% above Journeyman Wireman rate for a minimum of 2 hours.

FRINGE PAYMENTS

09/02/02

Health and Welfare	\$4.18
Pension - National (NEBF 3%)	.86
Pension Plans	***5.15
Apprentice Training	.30
Vacation	10%
(Deduct at Option of Employee, effective 09/01/99)	

- *** There will be no contributions made for first year apprentices.

ELECTRICIANS

PAGE 2 OF 2

EFFECTIVE DATE: 9/01/99

APPRENTICE RATES

APPRENTICES INDENTURED

AFTER JUNE 1, 1999

0 - 1000 hours - 1st period - 45%
1000 - 2000 hours - 2nd period - 50%
2000 - 3500 hours - 3rd period - 55%
3500 - 5000 hours - 4th period - 70%
5000 - 6500 hours - 5th period - 80%
6500 - 8000 hours - 6th period - 90%
8000+ hours with State License - 95%

APPRENTICES INDENTURED

PRIOR TO JUNE 1, 1999

0 - 1000 hours - 1st period - 45%
1000 - 2000 hours - 2nd period - 50%
2000 - 3500 hours - 3rd period - 55%
3500 - 5000 hours - 4th period - 65%
5000 - 6500 hours - 5th period - 75%
6500 - 8000 hours - 6th period - 85%

CEMENT MASONS
APPENDIX A

CLASSIFICATIONS

GROUP I

- Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing
- All exposed aggregate finishing
- Setting of screeds, screed forms, curb & gutter & sidewalk forms
- Preparation of all concrete for caulking of the joints and the caulking of expansion joints
- Preparation of concrete for the application of hardners, sealers and curing compounds and their application
- Grouting and dry packing of machine base
- Removal of snap ties and she bolts prior to patching of concrete

GROUP II

- Power Troweling Machine Operator
- Troweling of magnesite, torganal, or material with epoxy bases of oxichloride base
- All Power Grinders, Bushing Hammer, Chipping Gun
- All sandblasting for architectural finishes and exposing of aggregate for finish
- Concrete Sawing and Cutting for expansion joints and scoring for decorative patterns
- Operating of Clary-type Floats, Longitudinal Floats, Rodding Machines and Belting Machines
- Scarifiers
- Working on scaffolds

CEMENT MASONS

PAGE 2 OF 2

EFFECTIVE DATE: 09/02/02

GROUP III

- Grinding, bushing or chipping of toxic materials or high density concrete
- Operating of power tools on a scaffold
-

WAGE RATES

09/02/02

GROUP I	\$22.33
GROUP II	22.95
GROUP III	23.46

FOREMAN: \$1.00 per hour above highest paid man on his crew.

GENERAL FOREMAN: To be paid \$.50 per hour above the highest paid Foreman working under him.

FRINGE PAYMENTS

09/02/02

Health and Security	\$3.45
Pension	2.25
Training	.28
Credit Union	(1.75)
(Deduct from net wages)	

APPRENTICE RATES

Hours & Percentage

All Groups

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

CARPENTERS/MILLWRIGHTS/PILEDRIVERS**PAGE 1 OF 2****EFFECTIVE DATE: 09/03/02****CARPENTERS/MILLWRIGHTS
APPENDIX A****WAGE RATE****CARPENTERS****JOURNEYMAN CLASSIFICATION** **09/02/02**

Carpenter \$23.58

Sawfiler, Stationary Power

Woodworking Tool Operator 23.74

MILLWRIGHTS AND MACHINE ERECTORS**JOURNEYMAN CLASSIFICATIONS** **09/02/02**

Millwrights & Machine Erector \$24.69

PILEDRIVERS**JOURNEYMAN CLASSIFICATIONS** **09/02/02**

Piledriver \$23.85

Boom Man 23.12

DIVERS

Base pay for Divers in water not to exceed fifty (50) feet shall be:

<u>EFF. DATE</u>	<u>HOURLY</u>	<u>4 HOURS</u>	<u>8 HOURS</u>
09/02/02	\$58.43	\$233.72	\$467.44

6/1/81: Divers only:

1. The rate to be computed using the formula of 2.45 times the Piledriver hourly base wage scale.
2. All other classifications to receive the same hourly rate as negotiated as applied to the Piledriver hourly wage scale.

*No pension contributions to be paid for these Apprentices

BOILERMAKERS**PAGE 1 OF 1****EFFECTIVE DATE: 09/02/02****BOILERMAKERS****APPENDIX A****WAGE RATES**

	<u>09/02/02</u>	<u>10/01/02</u>
General Foreman	Rate to be negotiated	Rate to be negotiated
Foreman	\$26.66	\$28.97
Assistant Foreman	25.91	27.72
Boilermaker/Blacksmith	25.41	27.22

FRINGE PAYMENTS

	<u>09/02/02</u>	<u>10/01/02</u>
Health and Welfare	\$4.05	\$4.05
Pensions (per hour)	4.50	5.50
Apprenticeship (per hour)	0.40	0.40
Vacation (per hour)	1.60	1.60
National Annuity Trust (per hour)	2.00	2.00
MOST	0.24	0.24

APPRENTICE RATES**PERCENTAGE OF
JOURNEYMAN WAGE RATES**

<u>Period</u>	<u>Indentured After 09/02/96</u>
1 st 6 months	60%
2 nd 6 months	65%
3 rd 6 months	70%
4 th 6 months	75%
5 th 6 months	80%
6 th 6 months	85%
7 th 6 months	90%
8 th 6 months	95%

BRICKLAYERS**PAGE 1 OF 1****EFFECTIVE DATE: 09/02/02****BRICK AND ALLIED CRAFTS
APPENDIX A****WAGE RATES**09/02/02

Journeyman Bricklayer	\$23.56
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Foreman shall receive a minimum of \$1.00 over the hourly rate.

FRINGE PAYMENTS09/02/02

Masonry Welfare Trust	\$4.25
International Pension Trust	1.00
Northwest Pension Plan	3.28
Apprenticeship & Training	.28

APPRENTICE RATES

Period	Percentage of <u>Journeyman Wage Rates</u>
1 st 700 hours	40%
2 nd 700 hours	55%
3 rd 700 hours	60%
4 th 700 hours	70%
5 th 700 hours	80%
6 th 700 hours	90%